

Included in this issue:

- peer-reviewed articles of interest
- links to reports and opinion pieces
- events and updates

Articles of interest

Reviewing reliance on overseas-trained doctors in rural Australia and planning for self-sufficiency: applying 10 years' MABEL evidence

Even though the number of Australian trained doctors have more than doubled since the 1990s, we still rely heavily on overseas trained doctors to work in rural communities. Sustainable planning solutions are required to promote self-sufficiency and reduce the impact on the global medical workforce particularly in lower income countries.

This review looks at how Australia can become self-sufficient using the results of a medical research program called MABEL – Medicine in Australia: Balancing Employment and Life survey. The [MABEL](#) survey aims to improve the quality of information about medical workforce dynamics in Australia and to inform national policy questions.

[Find out more](#)

New Zealand's health workforce planning should embrace complexity and uncertainty

Despite changes in policy over numerous years, medical workforce shortages and maldistribution continues in New Zealand.

This study examines a selection of analysis methods used for health workforce planning in New Zealand and challenges traditional methods, suggesting a different approach is required for new policy interventions, including improving problem

definitions, using a wider range of forecasting methods, and dynamic scenario planning.

[Find out more](#)

Factors affecting the retention of Indigenous Australians in the health workforce: A systematic review

The attraction and retention of a strong Aboriginal and Torres Strait Islander health workforce is critical in addressing health disparities experienced by Aboriginal and Torres Strait Islander peoples. Using the Mixed Methods Assessment Tool, this review analysed fifteen articles to identify enablers and barriers to the retention of Aboriginal and Torres Strait Islander health professionals.

The findings suggest that retention can be improved through building supportive and culturally safe workplaces; clearly defined roles, scope of practice and responsibilities; and secure longer-term funding to ensure employees are appropriately supported and remunerated.

[Find out more](#)

Rural Work and Specialty Choices of International Students Graduating from Australian Medical Schools: Implications for Policy

Although Australian universities benefit financially from full fee paying international medical students, they may have a limited understanding of the contribution these students make to Australia's medical workforce.

Around 70% of foreign graduates who studied in either Australian or New Zealand accredited medical schools end up working in Australia post internship.

This paper looks at the geographic and specialty distribution of foreign graduates of accredited medical schools (FAGMS) in comparison with domestic medical graduates (DMGs), and overseas trained doctors (OTDs) and recommends the development of comprehensive levers to promote

and improve workforce distribution. The paper references a [National Medical Workforce Strategy](#) being developed for long-term medical workforce planning across Australia.

[Find out more](#)

The future of work - Occupational and education trends in nursing in Australia

Australia's aging population and increasing rates of chronic disease is placing an increased demand on nursing skills both in the acute and community settings.

This report by Deloitte Access Economics explores how occupational and educational trends are developing across the nursing workforce in Australia.

The report provides insights of expected future workforce growth, the acquisition of advanced skills required to accelerate career progression, and how technological advances and further post graduate study is impacting on how nursing care is evolving.

[Find out more](#)

Developing the future rural nursing workforce: report on a nursing roundtable

A nursing roundtable was held in regional Western Australia to explore possibilities for increasing the length of nursing student placements to improve retention and workforce shortages in rural areas.

In Australia, nursing students are required to complete a minimum of 800 hours of clinical placement undertaken over periods varying from two to six weeks. Challenges identified include lengthy orientations, rapid turnover, less time to settle in to the role to achieve higher competence and confidence, cost of travel and accommodation, care responsibilities, acute versus general practice, and attractive incentives for overseas placements.

The paper suggested that the discussion and findings from the roundtable could be used to shape the [‘Educating the Nurse for the Future’](#) – a report of the independent review of nursing education published in December 2019.

[Find out more](#)

Events

RIPRN forum

19-20 March (*update: postponed, date to be confirmed*)

City Gold Club, Toowoomba

[Find out more](#)

Health Facilities Design and Development Summit

25-26 March 2020 (*update: postponed to 30 September*)

International Convention Centre, Sydney

[Find out more](#)

Australasian Institute of Digital Health

19-21 October 2020

Brisbane

[Find out more](#)

ACHSM Asia Pacific health leadership Congress

28-30 October 2020 (*update: postponed to 1 September 2021*)

Perth Convention and Exhibition Centre, WA

[Find out more](#)

Food for thought

To really fix Victoria's mental health system, we'll need to bridge the state/Commonwealth divide

<https://theconversation.com/to-really-fix-victorias-mental-health-system-well-need-to-bridge-the-state-commonwealth-divide-127993>

More carers' leave may help Australians look after elderly parents and stay in work

<https://theconversation.com/more-carers-leave-may-help-australians-look-after-elderly-parents-and-stay-in-work-127496>

There's a yawning gap in the plan to keep older Australians working

<https://www.abc.net.au/news/2019-11-20/retraining-wont-keep-older-workers-from-choosing-to-retire/11720482>

Labour manifesto and the NHS: a health economist gives her verdict

<https://theconversation.com/labour-manifesto-and-the-nhs-a-health-economist-gives-her-verdict-127553>

SARRAH Summit 2020 – Summary Report

https://sarah.org.au/sites/default/files/images/summit_2020_report_mar2020_final.pdf

Medical Training Survey 2019 – Long hours, bullying and job security fears for junior doctors

<https://croakey.org/long-hours-bullying-and-job-security-fears-for-junior-doctors/>